

STAKEHOLDER SURVEY REPORT

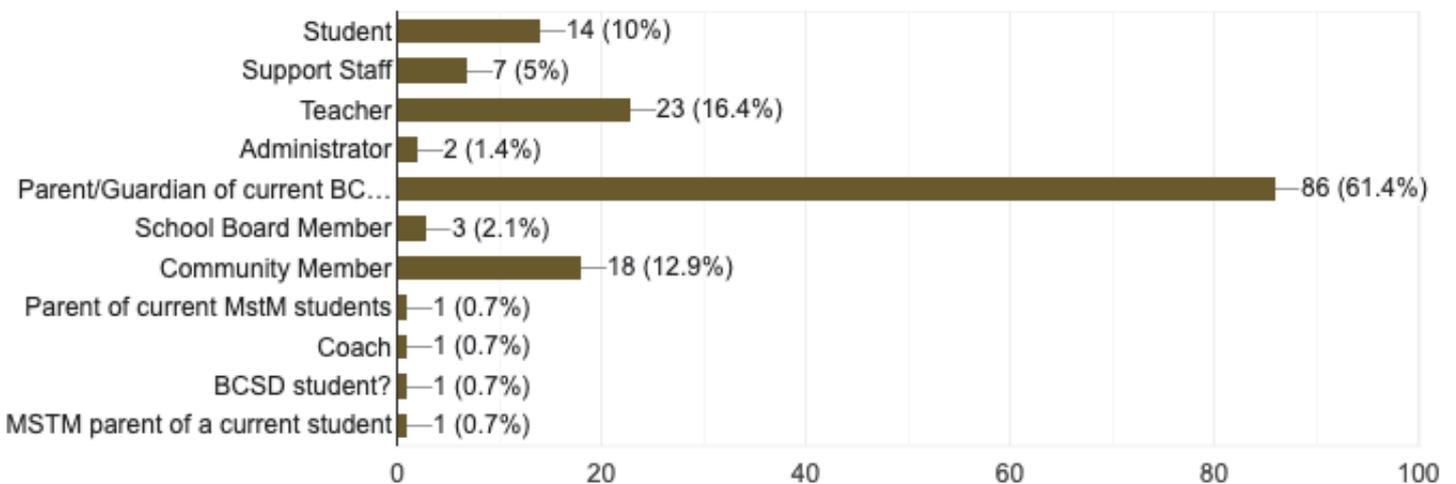
Martensdale-St. Marys Community School District



Purpose of the Report

THE REPORT IS INTENDED TO INFORM THE MARTENSDALE-ST. MARYS COMMUNITY SCHOOL DISTRICT BOARD OF DIRECTORS ABOUT DESIRED QUALIFICATIONS STAKEHOLDERS HOPE TO HAVE IN THE NEXT SUPERINTENDENT.

The search team from Grundmeyer Leader Services recently conducted a stakeholder survey from September 21 to October 5, 2022. The survey resulted in 140 total responses from parents, teachers, community members, support staff, students, and others. The feedback from the survey report will be used to guide the hiring process to ensure the next superintendent is a good fit for the district and community.



Strengths for Martensdale-St. Marys CSD

- **SMALL-TOWN FEEL**
- **STRONG COMMUNITY SUPPORT**
- **FOCUS ON STUDENT ACHIEVEMENT**
- **PARENT INVOLVMENT**
- **CARING STAFF**

Small town feel- everyone gets an opportunity if they want one, less chance of getting lost in the crowd.

Teachers are willing to change their normal routine to help support their students academically.

Parents and stakeholders genuinely care that their students learn skills necessary to be successful in the "real world." They are passionate about their kids and community and want their educators to be passionate about those things, too.

Teacher retention, community pride in school, strong collaborative feel of school environment, communication between parents and staff

A loyal staff, committed to what is best for students, academically, socially and emotionally. A strong program of extracurricular opportunities for students to be involved, beyond the classroom.

Small, school climate used to be do anything for students, all teachers work together with the betterment of the students. Lots of community pride, from past generations as well as current students.

We are a small school with great teachers and good community support. Our teachers are vested in making student growth one of our top priorities.

Welcoming and strong community, great teachers, school pride, student involvement in activities

Superintendent hiring timeline:

Sept. 21 - Oct. 5

Oct. 6 - Nov. 27

Week of Dec 5

Week of Dec. 12

Week of Jan. 9

Stakeholder Survey open

Application period

Board reviews candidate pool

Board screens candidates

Formal interviews with finalists

Current Challenges for Martensdale-St. Marys CSD

- **STAFF RETENTION**
- **BEHAVIORAL ISSUES AMONG STUDENTS**
- **MORALE OF STUDENTS AND STAFF**
- **COMMUNICATION**
- **DECLINING ENROLLMENT**

School size- Need to get bigger to make it an attractive job for new teachers. More housing need to be available to attract incoming families.

Long term teachers - keeping quality in the district

We struggle to keep students interested in a class, they either drop out of it first chance they get, or they fail it and continue to take it for numerous years.

At times we need better communication between administration, staff and parents.

Better prepare the students for college, too many past graduates complain they are so far behind the curve compared to others when they move on to the next level of education. This should not be happening .

Keep the message out there as to what we have here for quality education, sports, band etc. Facilities are pretty good for small school.

Setting and overseeing high behavior and academic expectations, providing staff and student recognition, administrator accountability - following through on district initiatives to be sure they are fully implemented and operating well

Obtaining and keeping teachers, the teachers we do have use mstm as a stepping stone... generally they are young- first year teachers, the older teachers we do get don't seem to care to uphold high standards and maintain control of the classroom. The dress code is not clear to everyone. There are too many courses online due to no teachers. Things don't seem organized at times.

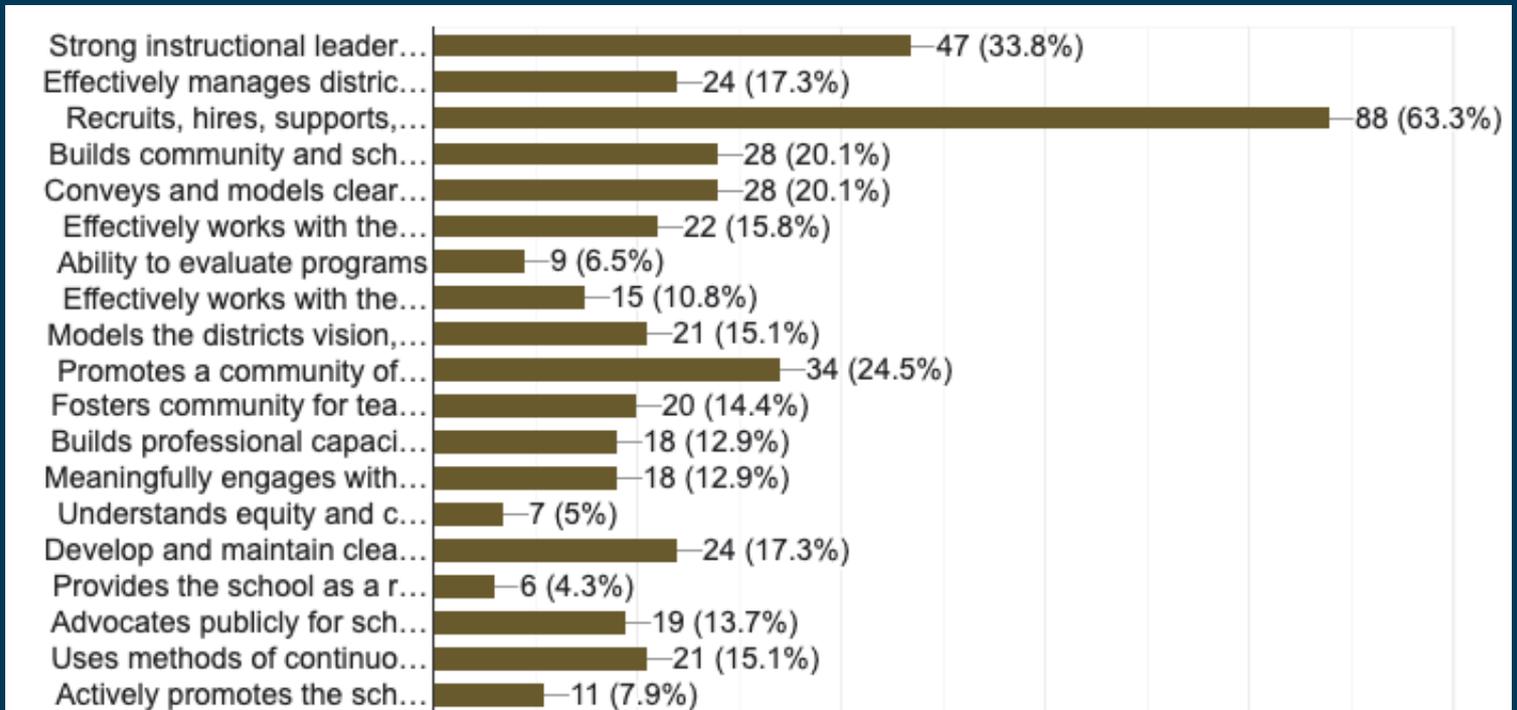
Being a small town and limited funding

Would like to see our school grow, need new facilities. Raise the bar on academics, I feel the curriculum is not challenging as larger schools - shouldn't matter what size of school we are, our kids should be able to compete with students in larger schools. Prepare our students for the real world - whether it be college or working world, basic skills of contributing to society (how to manage money, cook, hygiene, show up to work or school).

About the Martensdale–St. Marys Community School District

Martensdale–St. Marys is geographically located in south–central Iowa, just minutes from the Des Moines metro area. the district's PreK–12 students attend school in one building, which is located in Martensdale, just east of Interstate 35 on Highway 92.

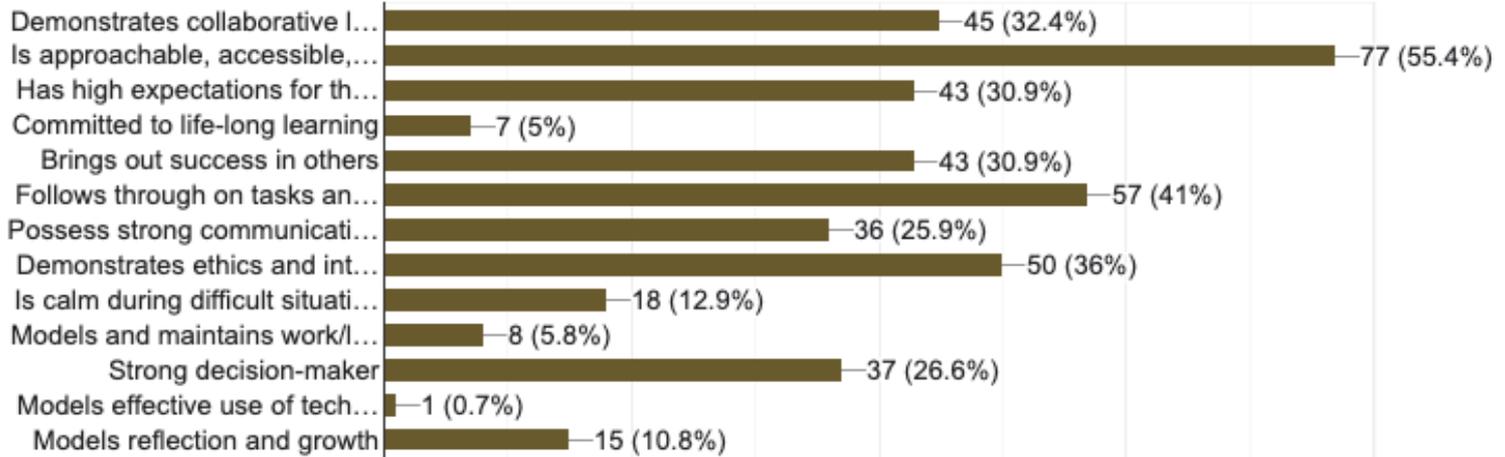
Important Professional Skills & Qualifications



STAKEHOLDERS PROVIDED INPUT ON THE TOP PERSONAL SKILLS AND QUALIFICATIONS THEY HOPE TO HAVE IN THE NEXT SUPERINTENDENT, INCLUDING:

- Recruits, hires, supports, develops & retains effective staff (63%)
- Strong instructional leader (34%)
- Promotes a community of care & support for students (25%)
- Builds school & community relations (20%)
- Conveys and models clear expectations (20%)
- Effectively manages district resources (17%)
- Develop and maintain clear district policies (17%)
- Effectively works with the school board (16%)
- Uses methods of continuous improvement (15%)
- Models the district's vision, mission & core values (15%)
- Fosters community for teachers & staff (14%)

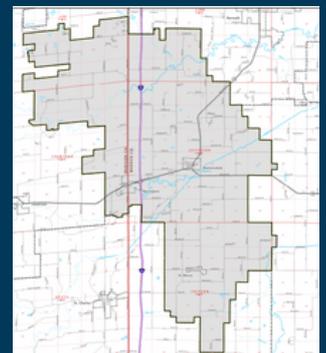
Important Personal Traits or Qualities



STAKEHOLDERS PROVIDED INPUT ON THE TOP PERSONAL TRAITS AND QUALITIES THEY HOPE TO HAVE IN THE NEXT SUPERINTENDENT, INCLUDING:

- Is approachable, accessible & welcoming (55%)
- Follows through on tasks & responsibilities (41%)
- Demonstrates collaborative leadership (32%)
- Brings out success in others (31%)
- Has high expectations for themselves & others (31%)
- Strong decision maker (27%)
- Possesses strong communication skills (26%)
- Is calm during difficult situations (13%)
- Models reflection & growth (11%)
- Models and maintains work/life balance (6%)

Martensdale-St. Marys serves approximately 550 students in three schools, and are uniquely positioned to offer that small-school atmosphere while still having easy access to all of the amenities offered in the Des Moines area.



Advice for the Next Martensdale-St. Marys CSD Superintendent

Keep an open mind. The world around us is changing everyday and there are many others who are in fact apart of this change, help us with these changes.

If you are here, you are here. If you don't plan to be devoted to your district pass on the job. We need strong leaders.

Get to know all staff and be seen in classrooms. This is something that is mentioned quite frequently.

Communication is a big thing that I feel needs work here. We have "okay" communication, but we need precise, specific communication with no room for questions or questioning what is expected of us staff. I also appreciate grace and understanding in situations (empathy), which covers the approachable and welcoming. I don't want to be intimidated or fear of doing my job. It's something that I love to do and I want to stay there.

Listen. Honor the work being done. Be present. Participate in Professional Learning with staff. Be a collaborative leader.

Listen to the community. We are close knit, so even when we don't agree on issues we are generally willing to listen to the other side and discuss it in a civil manner. Like I said before, most of the families in our district have a strong work ethic and expect the same from our leaders.

Get to know staff, teachers, students and community members. That relationship is utmost important. We have much to offer our students, community and prospective families.

Endeavor to establish trust and inspire staff, inspire student and teacher achievement, and create strength and growth in our educational programs.

Please have an "open door" policy where your staff and families can share their ideas or express their concerns with you.

Don't back down. Fight for what will benefit the school and essentially benefit the students and community.

Build on what is working well and scale that to other areas within the school that are failing. Reach out to community members who want to be a part of the solution. First and foremost we need to keep our staff, faculty and students all safe at school.

For more information about the position itself or the hiring timeline please visit the GLS website at www.grundmeyerleadersearch.com or contact search consultant Dr. Trent Grundmeyer at 515-205-9987 or tgrundmeyer@gmail.com